

El Tigre News

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The Flight Debrief

By Brig. Gen. Ron Shoopman
Commander

One of the themes for 2004 is “Improving Communication” within the 162nd Fighter Wing. We are challenging ourselves to communicate better by thinking; before we speak; before we enter data, and definitely before we hit the *send* button. The goal is the clear, concise, and factual transmission of important mission essential information throughout our organization. There is another type of communication that we must also improve. It is often the most difficult, yet most sought after information of all. I am referring to the private communication between a supervisor/commander and each individual member of our Wing. Everyone I speak with states that they want honest feedback about how well they are doing their job. It is surprising just how many of our members tell me that they do not feel they get the feedback they require. The need for feedback is universally recognized as the right way to do business and yet we often fail to get it done effectively. The ‘Total Force’ answer to this problem has been to create program after program designed to provide feedback to members at every level. Consider the myriad of processes designed specifically for the purpose of feedback; the Mentoring Program, retention interviews, enlisted and officer performance reports, and technician appraisals, just to name a few.

The problem with these programs and the mountains of associated documentation is that they



General Shoopman

simply cannot force two people to talk honestly with one another. The supervisor or commander may not be comfortable confronting an individual about poor performance. On the other side of the table, the individual member may not be prepared to hear the truth about what they are doing well and what they need to improve. Worst of all, individuals may take the “feedback” they say they want, as a personal attack, leading to hard feelings on both sides. Clearly this is a sensitive communication process requiring a great deal of trust and openness to be effective. So, is it possible to create an environment where honest feedback leads to improved performance and increased satisfaction for everyone involved? I say yes, because I see it in practice every time I fly.

The U.S. Air Force “Total Force” is the most effective air combat fighting force ever seen on

earth. One of the secrets of its success is taught to every new pilot from the first day of their pilot training program. It is so well ingrained in our culture that most of us don’t really think about it much. It is just the way we do business. I call this highly effective secret the “Flight Debrief.” Air Force pilots are taught that when the door is closed to debrief a flight, rank and position are left at the door and everything that happened on that day’s flight is open for full discussion and evalu-

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El Tigre News

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Cover photo

Col. Michael J. Shira hugs his daughter Staff Sgt. Lacey Shira after her dad’s last flight in the F-16. Colonel Shira’s “fini flight” concluded on March 5. Two days later, he was promoted to brigadier general and assumed command of the Arizona Air National Guard. (see photo, page 10)

Photo by Tech. Sgt. Amie Howell



Destination Trapani or Cervia

Pilots fly six F-16s to Italy this month

By Maj. Nancy J. Wong
Public Affairs

This month, the 162nd Fighter Wing will be more than halfway through delivering 34 refurbished A and B model F-16s to Italy. In a unique lease agreement, the 162nd FW will deliver six F-16s to Italy with the remainder being flown over in September and November. Sixteen jets were already delivered in 2004.

“What’s different about this delivery is that the aircraft are being leased,” said Lt. Col. Greg Stroud, Operations Support Flight commander.

He explained the Italian Air Force is leasing the F-16s because it is planning to purchase the Eurofighter and/or the Joint Strike Fighter when either become available. Flying the

F-16s is a step up from the Italian’s current fleet of F-104s.

The F-16s will be used by Air Defense Squadrons in either Trapani Air Base in Sicily or Cervia Air Base in northeast Italy to defend Italian skies.

As part of the F-16 package to Italy, the 162nd FW is also training 38 Italian pilots through 2008 and, last summer, trained Italian maintenance crews to maintain the aircraft.

“We are the choice to train the Italians,” Colonel Stroud said. “We’re still qualified to train on

these older jets.”

Maj. James D. Taylor, with the 148th Fighter Squadron and his team of five pilots will pick up the F-16s from Hill Air Force Base and fly them to the New Jersey Air National Guard Base at the Atlantic City International Airport. After a couple nights rest, they will continue on to Italy. An added benefit to training the Italians and then delivering the aircraft are the trips the pilots get to make to Italy. “Having our instructors see the culture of the countries we train always improves our training,” Colonel Stroud said.



The Flight Debrief

Continued from page 2

ation. The discussion of performance is not limited to students or junior officers; it is given to the flight lead, the instructor pilot and yes, even the general. It is presented in a constructive manner and accepted the same way. Everyone learns and everyone benefits. The most important aspect of it is that it is not personal, it is professional and the lessons learned could some day save the lives of those who are involved.

I contend that a Flight Debrief culture can be developed throughout our wing. It will take courage and a willingness to risk, but it is possible. It must start with a supervisor/commander who is willing to establish the process at

the beginning of each feedback session. Both the supervisor and the member must be open to constructive feedback from the other. Each party should give the meeting some forethought. Critiques must be formulated, not only to improve the performance of the individual but to also improve mission accomplishment. Positive feedback is also very important to a productive session. The bottom line is this; when both parties truly believe that the other has their best interest at heart, then the Flight Debrief process can be highly effective. Here are some basics that we can build upon.

The “Flight Debrief” culture is-

- Based on trust and a willingness to listen
- Always professional, never

personal

- Conducted to maintain the Dignity and Respect of the participants

- A best practice for Air Force pilots that has the potential to significantly improve individual performance and mission accomplishment at all levels within the 162nd FW.

We are working hard to improve our ability to supervise effectively. When I address the NCO Supervisors attending the new “Winning Supervisor” course, I intend to challenge them with this concept. They, however, will not be able to do this alone. It will take a commitment from all of us to realize the benefits of open and honest communication. Are you ready to participate in your Flight Debrief?



Photo by Tech. Sgt. Dave Neve

Environmental Program Specialist Cheryl Settle (left), and Environmental Manager Lt. Col. Mark Berge stand in front of the cardboard baler which plays a big part in the base recycling program.

Spring cleaning includes recycling

There's no time like the present for spring cleaning. This year, as part of your home and office cleanup, be sure to consider recycling.

For years, the 162nd Fighter Wing has been proactive with its recycling efforts, but with the October 2003 agreement between the wing and Recycle America, the wing has stepped up its commitment.

Ms. Cheryl Settle, Arizona state environmental specialist, set up 12 recycle bins on base within a short walking distance to every building.

"A plus to this recycling program is that you no longer have to separate paper, plastics and glass. They can be co-mingled, making it almost effortless to recycle," she said.

Recycling America neither charges nor pays to pick up most recyclable from the 162nd Fighter Wing. However, it does pay \$18 per bale for 1,100 pounds of cardboard, and metal recycling companies pay about \$0.01 per pound for metal.

"We're constantly studying ways to be more environmentally efficient," said Lt. Col. Mark Berge, the wing's environmental manager. "For example, we are looking at separating metals from

aluminum because some recyclers are paying nearly \$0.35 per pound of aluminum."

Need a pallet? Feel free to take one. Have an unwanted pallet? Feel free to drop one off at TMO or the Base Supply Warehouse.

Senior Master Sgt. Kathie Stanley, Warehouse Supervisor, said people have always been able to take pallets home, but this has never been clearly stated.

Ms. Settle said the base receives between 50 to 100 wooden pallets each month and, therefore, has a surplus. Because the wing purchases materials and not the pallets, the pallets can be taken home, destroyed or turned over to Base Supply to be reused.

They should not, however, just be left near Bldg. 28, as many currently are.

Chief Master Sgt. Nikki Uremovich, the Wing Facility Manager, said that non-usable pallets can be placed in the large garbage containers but they must be broken down into small pieces, as the trash company will not empty the containers filled with large wooden pieces. According to Settle, if a contractor has to be brought in to remove the pallets, it could cost up to \$300 to haul them to the landfill.

Briefs

Karaoke at TAGRA

TAGRA is hosting Karaoke Dance Parties, featuring a Karaoke "DJ" on the third Friday of each month on a 90-day trial to determine interest. The Karaoke parties are from 2:30-7 p.m. Unit members are encouraged to become a "Super Star" at TAGRA.

Holocaust memories

The annual Day of Remembrance for Victims of the Holocaust is scheduled for April 29 from 10 a.m.-noon at the Desert Rose Dining Hall. Under the theme "for your freedom and ours," participants will get an opportunity to speak with survivors of the Nazi concentration camps from World War II. This event is an opportunity to learn first-hand what these death camp survivors endured 60 years ago at the hands of a murderous, dictatorial regime. Also featured are speakers who survived the terrors of Afghanistan under the Taliban and from Iraq under Saddam Hussein.

Red Cross award

The 162nd Fighter Wing received an appreciation award from the American Red Cross during the March UTA. They expressed a deep gratitude to everyone in the wing for their generosity. In 2003, the 162nd FW donated 259 pints of blood. The next blood drive is scheduled for April 3. Registration is at TAGRA from 8 a.m. to 1 p.m. To make an appointment call Tech. Sgt. Liz Caro-Scarfo at 295-6652 or Master Sgt. Rafael Vingochea at 295-6808. Drink extra water and eat a small, low-fat meal or snack 2-4 hours before donating.



Parachute repacker closes in on milestone

By Master Sgt.
Stephen M. Delgado
Public Affairs

Records and milestones are an important part of sports. Home run records, National Football League rushing records or the highest scorer in the National Basketball Association get a lot of attention.

A profound milestone is about to be reached in the parachute shop by Tech. Sgt. Rick Summer, a survival equipment specialist. Within a few months, he will have inspected and repacked 1,000 ACES II parachutes. He has been with this shop for 18 years full time and with the 162nd Fighter Wing for 20 years.

Sergeant Summer said that every F-16 parachute is inspected and repacked once a year. "Our shop handles 113 parachutes and seven spare chutes, and we have a contract for inspecting and repacking 22 parachutes from the Naval Air Station in Fallon, Nevada."

This procedure is a two-person operation and it takes nearly five hours to complete each parachute. The inspection process looks for moisture, oil, insects, and weather deterioration, and also includes changing components when their service life expires, he explained.

Moreover, Sergeant Summer remembers the



Photo by Tech. Sgt. Dave Neve

Tech. Sgt. Rick Summer, a survival equipment specialist, will, within a few months, will have inspected and repacked 1,000 ACES II parachutes. He has been employed full-time with the Survival shop for 18 years and has been in the 162nd Fighter Wing for 20 years.

first ACES II parachute he repacked in 1986. "We were one of the first Guard bases to acquire the F-16 aircraft." Prior to the arrival of the F-16, he had repacked more than 350 parachutes for the A-7D *Corsair II*.

He went on to explain that an active duty parachute rigger wouldn't have time to accomplish this milestone because by the time they become a technical sergeant, they are usually in a supervisory position and rarely work directly on the equipment. That would probably make Sergeant Summer the only person in the world to pack 1,000 ACES II

parachutes. He said, "I've been fortunate to have had the opportunity to work on the floor for all of these years."

The parachute shop completes nearly 140 inspections and repacks per year. Sergeant Summer had lavish praise for the other members of his shop, which include Tech. Sgt. Steve Zimmerman, Tech. Sgt. Hector Loya, who has nearly 750 repacks, Staff Sgt. Victoria Lacey, Staff Sgt. Orland Worcester, Senior Airman Billy Scogin and two drill status members, Staff Sgts. Christian Ramirez and Ed Vargas. The parachute shop is supervised by

Master Sgt. Mario Gonzalez.

When asked if he plans to go for 2,000 repacks, Sergeant Summer chuckled and said he has entertained the thought of getting into supervision and said, "When Sergeant Gonzalez retires, I may bid for his job, but I would miss the hands-on part of the job."

Overall, Sergeant Summer feels fortunate to find a career that he really enjoys and said, "This shop is the greatest place to work. I did other jobs like fast food and carpentry, but I feel incredibly fortunate to have found this job."



Food Service section takes top ANG award

**By Master Sgt. Stephen M. Delgado
Public Affairs**

The Food Service section at the 162nd Fighter Wing went through a rugged and thorough inspection during the January drill weekend, and when the dust settled, they had captured the prestigious "Senior Master Sgt. Kenneth W. Disney Food Service Excellence Award" for the top dining hall in the Air National Guard.

This award is the Air National Guard equivalent of the Air Force's John L. Hennessy award, according to Services Superintendent, Chief Master Sgt. Vinson Holck.

The inspection was conducted by four evaluators from the Air National Guard Services, which is part of the Air National Guard Readiness Center, operating from Andrews Air Force Base, Md. and covered 48 categories, ranging from production logs to the kitchen area and equipment, he continued.

The evaluators arrived Friday,

Jan. 9 and received their first briefing from 162nd Fighter Wing Commander, Brig. General Ron Shoopman. The food service personnel then proceeded to give their own briefing. Services Commander, Lt. Col. Melvin Bohler actually conducted this briefing.

Chief Holck explained that to be part of these inspections, the section must apply. "The application for the inspection we just completed was sent in August. We were going to apply in 2001, but we had too many people deployed and activated. There was a period of three or four months that we had only nine people running the dining hall."

What's more, Chief Holck said that these inspections will prepare the food service section for the upcoming Operational Readiness Inspection. "What made these inspections special is that the evaluators got to see us in action. We had our full operation in the dining hall going. Most of our personnel in food service are drill status guardsmen

who are students or have civilian jobs that have nothing to do with food service. We have a first-class group."

The unit will be formally recognized at a National Restaurant Association breakfast banquet in Chicago in May. "We will send several representatives from Services to the banquet. There is also a trade fair going, so it will give us an opportunity to look at new equipment because several of the vendors that we deal with will have displays there," Chief Holck said.

The Disney award came a decade after the food service section was awarded the John L. Hennessy award. In 1994 there was a John L. Hennessy award for Air Force dining halls and one for Air National Guard bases, Chief Holck said.

In all, everyone was thrilled and honored to get this award. "We felt good at our accomplishment. Everyone was jubilant because we competed against some top dining facilities," said Chief Holck.

Chaplains host May 2 prayer breakfast

The Chapel section is hosting a one-hour "Let Freedom Ring" Prayer Breakfast at TAGRA on Sunday, 8 a.m., May 2. The keynote speaker is Chaplain (Col.) John W. Stefero, Air Education and Training Command's Command Chaplain. Chaplain Stefero practices the Eastern Orthodox Catholic faith. Also speaking is Chaplain (Colonel-select) Jean Vargo, Air National Guard Assistant to the AETC Command Chaplain.

A breakfast buffet is being hosted by "Have Pan Will Travel," the TAGRA food service vendor and cost is \$5 per person. The menu includes scrambled eggs, bagels

with cream cheese, bacon, sausage, hash browns, juice and coffee.

The Chaplain's Office is requesting that those planning on attending, please purchase advance tickets so sufficient food and seating is avail-

able for everyone.

The event is also open and free to anyone who would like to listen to the guest speakers but wish to not eat the buffet.

Tickets are available from:

Prayer Breakfast Ticket Sales

Operations Group:
Weapons and Safety:
Financial Management:
152nd Fighter Squadron:
POL/Fuels:
Avionics:
Civil Engineer Squadron:
Headquarters Squadron:

Tech. Sgt. Lisa Pos, 295-6368
Senior Master Sgt. Dan Dawson, 295-6090
Tech. Sgt. Betty Portillo, 295-6178
Lt. Col. Randy Straka, 295-6291
Master Sgt. Randy Dominguez, 295-6136
Tech. Sgt. Mike Grijalva, 295-6284
Lt. Col. Brad Opdyke, 295-6170
Master Sgt. Bert Otero, 295-6217



Personnel of the Quarter, Oct.-Dec. 2003



Senior Airman Robin M. Knepp, Airman of the Quarter



Staff Sgt. Jon R. Myre, NCO of the Quarter



Master Sgt. Franklin J. Paredes, Senior NCO of the Quarter



Second Lt. Lawrence L. Henry, Jr., Company Grade Officer of the Quarter



Lt. Col. Clarence E. Wilcox, Field Grade Officer of the Quarter

Photos by Tech. Sgt. Dave Neve

Volunteers still needed for wing picnic

An increased focus on children's activities promises to make this year's wing picnic a memorable one.

The 162nd Fighter Wing's annual picnic at Morris K. Udall Park, 7290 E. Tanque Verde Road, is scheduled for Sunday, April 4.

There will be plenty of food for all, including hot dogs and hamburgers, with all the fixings. The Family Readiness Group will provide desserts of cake and ice cream.

Tickets are \$2 for children age 4-10 years, and \$3 for those 10 and older.

"Members of the picnic coordinat-

ing committee have put forth a lot of initiative and hard work toward making this year's picnic the most memorable ever," said 2nd Lt. Jason Burns, picnic coordinator. "Along with implementing last year's advised improvements, we have boosted the amount of money we're spending on children's activities."

Tech Sgt. Teresa Nechvatal, who is heading the children's activities committee along with Tech Sgt. Dora Mandujano, said there will be the usual clowns offering face painting and balloons as well as the

jumping castles and, this year, there will be an inflatable survival island obstacle course, an inflatable giant slide, an inflatable bungee run, jousting, and radar pitch and games.

Individuals that would like to participate in athletic events are encouraged to bring their own equipment (i.e., basketballs, volleyballs, horseshoes, etc.).

For more information on lending a hand, contact volunteer coordinator Master Sgt. Sandra Ahern at 295-6013. For all other questions about the wing picnic, contact Lieutenant Burns at 295-6362.

Temporary health care benefits now in force

The 2004 Temporary Reserve Health Benefit Program for eligible reserve component service members and their families has been implemented.

It temporarily authorizes Tricare medical and dental coverage for reserve component sponsors activated for more than 30 days and their family members beginning

either on the day the sponsor receives delayed-effective date active-duty orders or 90 days before the date the active-duty period begins, whichever is later.

Tricare temporarily extends benefits to 180 days for reserve members and eligible family members who separated from active-duty status between Nov. 6 and Dec. 31,

2003. It also temporarily extends Tricare medical benefits to reserve members and family members who are either unemployed or employed but not eligible for employer-provided health coverage. For more information, visit the Tricare Web site at www.tricare.osd.mil or the Reserve Affairs Web site at www.defenselink.mil/ra.



Wing to bid fire chief a fond May farewell

By Master Sgt. Stephen M. Delgado
Public Affairs

When Senior Master Sgt. George Lockridge became part of the 162nd Fighter Wing in 1965 Lyndon Johnson was president of the United States, Carl Hayden and Paul Fannin were Arizona's U.S. Senators, and Lew Davis was mayor of Tucson.

All of those gentlemen are long gone, but Sergeant Lockridge is still here at the unit, and will bid farewell May 31. His nearly four decades have provided him with a plethora of experiences and memories that would fill volumes of books.

After completing basic training at Lackland Air Force Base, Texas, Sergeant Lockridge graduated from the fire training school at Chanute Air Force Base, Ill.

He has not only been a full-time employee since 1969, but he also spends at least 30 hours per week doing volunteer work with the Pima County Victim Witness Program and the Arizona Attorney General's office.

"When I returned from school, the unit had just transferred from F-102 Interceptors to F-100 A models. We went back to F-100 C, D and F models a few years later. We had our share of crashes with the F-100s. When they malfunctioned, they came out of the air quickly because they didn't glide well," Sergeant Lockridge recalled.

What's more, Sergeant Lockridge reflectively stated that he had served under every commander, and when he joined the unit, it had been around for only nine years. He also recalled that momentous period in the unit's history in 1969. "That was the year that we became a training mission. I remember Ron Kurth (Brig. Gen. Ron Kurth, former base commander) was an Air Force augmentee."

The 162nd FW Fire Department

has seen a lot of profound changes in the past 39 years. "Our first fire house was where the munitions area is now and for awhile, we worked out of a room at the Tucson International Airport," remembered Sergeant Lockridge.

Today's fire department is equipped with the most modern equipment and a highly trained staff. "There are so many highly motivated people in this department who love their job. It has been an honor to work with them," said a grateful Sergeant Lockridge.

All but four of his 39 years in the Guard were spent in the fire department. His job as assistant fire chief was abolished in 1994. As a result, he was hired to work full time with the Technician Assistance Program--a job he held until 1998, although he was doing volunteer work with them since 1989.

The stereotypical view of retirement is lounging around the house and occasionally going fishing. Sergeant Lockridge has mapped out a myriad of activities that will actually keep him more occupied than when he was working.

He said he and his wife love to take road trips, so he will be hitting the road soon after his retirement for big adventures at numerous locations throughout the United States and Canada.

On a more serious note, Sergeant Lockridge said he will continue his volunteer efforts with the Pima County Victim Witness program, and will also help the Arizona Attorney General's office with mediation, which involves mediating



Photo by Tech. Sgt. Amie Howell

**Senior Master Sgt.
George Lockridge**

conflicts, civil rights matters, pest control and consumer protection problems. "The Victim Witness Program helps people get control of their lives after they have gone through a traumatic event."

His years with the Technician Assistance Program gave him the opportunity to use these same skills in dealing with profound problems on the military side. "In my years with the Techni-

cian Assistance Program, I dealt with crisis intervention involving domestic violence and suicide. When someone commits suicide, we help the family and friends left behind deal with this tragic event, and hopefully get their lives back together."

Sergeant Lockridge was born in Winchester, Ky. and attended high school in Franklin, Tenn. He graduated from the University of Arizona with a bachelor of science degree in Law Enforcement in 1972. "At the time, I wanted to be a police officer, but it's funny how everything turned out. When I enlisted in the Guard I wasn't sure I'd make it through my first enlistment."

In reflecting on his 39 year career at the 162nd FW, Sergeant Lockridge said he was grateful to the wing. "This unit provided me with more opportunities than I thought were there. I tried to take advantage of most of them. I'm very thankful that I had the chance to serve."

Sergeant Lockridge has scheduled a retirement ceremony in the auditorium during the May drill. Everyone is invited to bid farewell to this wing institution. Please call 295-6161 for more information.



Rifle team placed first in Phoenix match

By Staff Sgt. Mark Gregory
162nd FW Rifle Team

The 162nd Fighter Wing rifle team has been on the road again.

The latest competition, the 111th annual "Washington's Birthday" high power rifle match, took place on Feb. 8. It is the longest running rifle match in the country.

After a hundred mile drive, the team arrived at the Ben Avery shooting range north of Phoenix. The early morning wind was cold and brisk. The weather conditions made for a challenging shoot for all of the competitors. Due to the fact that it was an open competition, there were plenty of different types of military firearms represented. The 162nd FW rifle team used their own AR-15s, which are civilian versions of the M-16 military rifle, and the team positioned next to them fired the M-1 Garand, a World War II and Korean War vintage rifle. Two positions down the firing line was a 1903 Springfield bolt-action rifle team. The 1903 Springfield was the main combat rifle for U.S. forces during World War I. All of these firearms have served well to protect the lives of the servicemen who used them in combat and needless to say, are very accurate.

Of the 45 teams competing, the 162nd FW rifle team placed first in

the military category and fourth overall. Chief Master Sgt. Ike Smith lead the team with an outstanding score of 477, Staff Sgt. Dan Rodriguez scored a 470 followed by Staff Sgt. Mike Bauerlein with a 448 and Staff Sgt. Mark Gregory with a 436. Despite the wintry cold air and howling wind everyone said they had a great time.

Members of the 162nd FW rifle team also participated in the Excellence in Competition (EIC) rifle match at Davis-Monthan Air Force Base, also in February. The rifle provided by the Davis Monthan AFB Combat Arms Training Maintenance, or CATM, section for this match was the "rack grade" government M-16A1. Veterans of the Vietnam War would recognize this rifle as the first M-16 combat rifle and sometimes the only thing standing between those heroes and "Victor Charlie," the Viet Cong guerillas. Although the weapons are more than 40 years old they still shoot quite well.

Staff Sgt. Mark Gregory, a 162nd

FW Rifle Team member, made a valiant effort in the EIC match, shooting a score of 388 which is just shy of the points needed to earn the

coveted bronze marksmanship badge, but still represented the 162nd FW well. This competition is put on annually to give military personnel the practice to stay combat ready as well as the opportunity to earn the

bronze marksmanship medal. The Excellence in Competition Distinguished Marksmanship program was established in 1884 to recognize talented and persistent competitive marksmen.

An EIC match for pistol shooters is scheduled for April. All ANG personal are eligible to participate in the EIC match. This would be a great opportunity for supervisors and their people to support the 162nd FW in off base military activities, plus it's a heck of a lot of fun. For information and registration contact the Davis-Monthan AFB CATM Noncommissioned Officer in Charge, U.S. Army Sgt. George Hupp at 228-8377. Wear of the full Battle Dress Uniform is required.

Good shooting.



Crisis responder course set for May 3, 4

A National Guard Trained Crisis Responder Course is scheduled for May 3-4 at the 162nd Fighter Wing.

Chaplain (Lt. Col.) Bob Norton, Senior Master Sgt. George Lockridge, and Lt. Col. Art Cleaver will be team teaching this two-day "Trained Crisis Responder" (TCR) Course for unit members and interested persons. The class is limited

to 15 participants so those interested are encouraged to contact Colonel Cleaver as soon as possible.

The Air National Guard Academy for Innovative Ministry at McGhee-Tyson ANG Base combined efforts with the International Critical Incident Stress Foundation to produce this training responding to the

need for a trained cadre of workers who understand terrorism and are skilled for rapid response to do "psychological first aid and buddy care" for front line responders

Anyone interested in taking this training should contact Colonel Cleaver at 295-6671 or Sergeant Lockridge at 295-6161.



Rising star

Maj. Gen. David P. Rataczak, the Adjutant General of Arizona, left, swears in newly promoted Brig. Gen. Michael J. Shira as Commander, Arizona Air National Guard on March 7. General Shira is responsible for all air assets within the Arizona National Guard, including the 161st Air Refueling Wing, the 162nd Fighter Wing and the 107th Air Control Squadron.

Photo by Staff Sgt. Amie Howell



Guard, Reserve reach out to employers

The National Committee for Employer Support of the Guard and Reserve is teaming up with local Chambers of Commerce to salute local employers who have demonstrated exceptional support for their employees who serve in the Guard and Reserve.

The initiative is part of a broad outreach program to provide information and assistance to employers, local professional business organizations, local government officials and Guard and Reserve people, officials said.

The program marks a shift for the Defense Department agency gener-

ally considered a resource for reserve component people, said Bob Hollingsworth, ESGR executive director.

"Saluting America's employers is the right thing to do, and this is the right time to do it," Mr. Hollingsworth said. "During this time of unprecedented mobilizations of the brave men and women who serve in the National Guard and Reserve, the mission of ESGR has evolved from an emphasis on individual reservists to their employers."

The ESGR National Employer Outreach Program for 2004 will introduce a new five-star employer

support program in about 100 cities, Mr. Hollingsworth said. Participants will sign a statement of support for the Guard and Reserve -- expected to extend to 10,000 employers in all 48 contiguous states.

ESGR officials will also conduct symposiums to help employers ensure that their companies are in compliance with laws providing job protections for guardsmen and reservists. The seminars also will provide suggestions for managing employees who serve in the Guard and Reserve, Mr. Hollingsworth said.

(Courtesy of American Forces Press Service)

AF One Source answers most questions

The Air Force has initiated a one-stop Web site and 24-hour phone line for families who need information and help coping with the stresses of military life, called Air Force One Source.

According to Mrs. Jolene Helt, Family Readiness Coordinator, Air Force One Source is an airman and family resource program to help make life a little easier. "Best of all," she said, "it's there for you any time of the day or night, wherever you are."

The program provides information, advice and support on a wide range of everyday issues, including

parenting and child care, education, care for older adults, midlife issues and retirement, relocations, legal and financial questions, deployments and returns, emotional well-being, grief and loss, addiction and recovery, to name a few.

"Air Force One Source offers phone and online access to experienced, professional consultants," Mrs. Helt said. "These are real people to talk to when you need an answer to a question."

The Web site contains online articles, workshops and interactive self-assessments. It also provides access to prepaid booklets, audio

recordings and other materials to help users get the answers they need in a format with which they are most comfortable.

Air Force One Source is at www.airforceonesource.com. The user identification is "airforce," and the password is "ready." Users may also call toll free in the United States to (800) 707-5784. The site also has consultants who speak Spanish, and can provide simultaneous translations into more than 140 major languages.

For more information, visit Mrs. Helt in Room 108, Building 1, or call 295-6566.



Photographer named 1st in NGB contest

The 162nd Fighter Wing Public Affairs Office and Visual Information section provided credible competition during the 2003 National Guard Bureau Media Contest.

Netting first place in the Stand Alone Photograph category was Senior Airman Steve Morgan's August 2003 cover photo depicting a helicopter extraction during water survival training in San Diego, Calif. Airman Morgan beat out Tech. Sgts. Paul Dean and Catherine Peretta, both from New York. Airman Morgan's photo competed in the Air Force Media Contest.

Arizona netted second and third places in the Contractor/Stringer Writer category. Staff Sgt. Mike Brizuela took second place in his story about early aviation's enlisted

pilots and then-Tech. Sgt. Steve Delgado and Staff Sgt. Romano Cedillos joined forces to write a safety story which took third place. Arizona was eclipsed by Lt. Col. Charles Foster from Alaska.

Maj. Nancy Wong took the bronze in the Feature Article category with her story about Chaplain Mike Martinez and his hobby playing in a jazz band. Taking first was Tech. Sgt. Gregory Ripps from Texas and second was Tech. Sgt. Amy Mundell from Kentucky.

Overall, the *El Tigre News* was named second runner-up in the Newsletter Format Publication category behind the first place *Salty Guard Flyer* from Utah and first runner-up *The Beacon* from Idaho.



Photo by Senior Airman Steve Morgan
Senior Airman Steve Morgan's winning photograph in the National Guard Bureau's 2003 Media Contest. It depicts Lt. Col. Doug Slocum in a training rescue.

Two each earn pair of degrees

Six unit members earn CCAF degrees

Six unit members were graduated with Associate Degrees by the Community College of the Air Force in the April 2004 class.

Graduates included two double-degree recipients. Master Sgt. Stephanie Huether was awarded degrees in Logistics and in Education and Training Management and Tech. Sgt. Teresa Nechvatal was awarded degrees in Maintenance Production Management and in Information Management.

Other graduates include Tech. Sgt. Richard Chamblain and Staff Sgt. Timothy Mercier who each earned a degree in Logistics, Master Sgt. Bruce Nazarovich with a degree in Information Management and Senior Airman William White with a degree in Aviation Maintenance Technology.

CCAF serves the U.S. Air Force and Department of Defense by

All CCAF students can keep track of their progress toward a degree or multiple degrees at the Air Force Virtual Education Center website at <https://afvec/langley.af.mil/afvec/>

helping enlisted members obtain accredited Associate in Applied Science Degrees. Most enlisted unit members were enrolled in CCAF when they went through the Basic Military Training School at Lackland AFB, Texas. Enlisted members who transferred from another military service are eligible, and may enroll in CCAF through Senior Master Sgt. Debi Hyland, 295-7777, Master Sgt. Alex Herrera, 295-6793 and Master Sgt. Chris Burr, 295-6188 at the Base Education and Training Office, and Master Sgt. Lance Bonlender, 295-6191 in the Retention Office.

All CCAF students can keep track

of their progress toward a degree or multiple degrees at the Air Force Virtual Education Center website at <https://afvec/langley.af.mil/afvec/>. CCAF serves more than 378,000 students enrolled in more than 120 technical training schools and 66 degree programs.

This makes CCAF the largest multicampus community college in the world, with more than 7,500 faculty members and education service offices around the globe.

The hallmark of CCAF's success is not its size, however-but rather, its attention to the individual student and the quality and reputation of the degree.



All in the El Tigre Family

Headquarters Squadron

By Tech. Sgt. Steve Delgado

Promotions:

- Charles D. Dickson to master sergeant

Operations Group

By Maj. Kristina Silberschlag

Other news: Tech. Sgt. Hal Chandler is currently in Laos on a Joint Task Force Full Accounting mission.

Mission Support Group

By Maj. Charles Recker

Promotions:

- Gerald L. Craig to master sergeant
- David J. Pirc to technical sergeant
- Amie Howell to technical sergeant

Mission Support Flight

By Maj. Patricia Wilson

Promotions:

- Kevin S. Kistler to technical sergeant
- Jonathan Wallace to staff sergeant
- Richard J. Macfarlane to senior airman
- Ryan D. Crocker to senior airman

Medical Squadron

By Senior Master Sgt. Ira Zarin

Promotions:

- Jenna S. Escalante to senior airman

Civil Engineer Squadron

By Lt. Col. Brad Opdyke

Promotions:

- Keith M. Donnelly to master sergeant
- Martin C. Robledo to technical sergeant
- Jamie Esparaz to staff sergeant
- Noela Nazarovich to senior airman
- Ignacio R. Molina to staff sergeant

Maintenance Operations Flight

By Tech. Sgt. Leslie Claggett

Promotions:

- Julio C. Rosales to master sergeant
 - Christopher P. Strange to technical sergeant
 - David C. Gay to technical sergeant
 - Rodger M. Willis to technical sergeant
 - Rex M. Smith to technical sergeant
 - Fredrick A. Hernandez to technical sergeant
 - Timothy R. Story to technical sergeant
 - Leslie K. Claggett to technical sergeant
 - Joe R. Allred to technical sergeant
 - Harold L. Lewis to technical sergeant
 - Henry J. Baughn to technical sergeant
 - Richard C. Stella to technical sergeant
 - Robert L. Dakin to technical sergeant
 - Ralph B. Brewer to staff sergeant
 - Anna C. Bojorquez to staff sergeant
 - Joseas R. Montes to staff sergeant
- Births:**
- Annika Jane Eckbert, Feb. 23, to Tech. Sgt. Drew Eckert and his wife Kristyn.
 - Jeslyn Cathleen Hanza, Jan. 18,

to Staff Sgts. Justine and Clint Hanza

Deaths:

- James Cizek, father and father-in-law of Master Sgts. Leeann and Jack Drapau

Retirements:

- Master Sgt. Tim Krapp, a drill status guardsman in Programs Section, 25 years.

Other news:

- Staff Sgt. Caroline Noon, a drill status guardsman, was hired at Raytheon Missile Systems
- Staff Sgt. Amy Nethery was hired as a full-time employee in the Maintenance Operations Center

Aircraft Maintenance Squadron

By Staff Sgt. Mike Brizuela

Promotions:

- Miguel A. Loya to staff sergeant
- Michael D. Bailey to staff sergeant
- Jimmy H. Torres to senior airman
- Andrew K. Wilson to senior airman

Logistics Readiness Squadron

By Staff Sgt. Romano Cedillos

Promotions:

- Arthur C. Trujillo to technical sergeant
- David W. Burton to technical sergeant
- Roy E. Miller to staff sergeant
- Mark S. Cruce to senior airman

Highlight your unit milestones

The El Tigre News is seeking help from all unit members to provide to their unit public affairs representatives their accomplishments so they may be recognized.

If your squadron or flight currently has no one identified as a public affairs representative, your commander may be seeking a volunteer for this duty.

To find out more of what it entails, contact the Public Affairs Office at 295-6192.



PKI will bring changes to computer users

The 162nd Fighter Wing will soon be implementing a program called the Public Key Infrastructure, or PKI, which will affect how everyone accesses their computers and some military websites, according to Tech. Sgt. Gina Herrera of the 162nd Communications Flight.

The most immediate effect from the new process is that computer users must use their CAC ID cards to log onto their computers, as passwords will no longer be used, according to Master Sgt. Rafael Vingochea, 162nd Communications Flight. Moreover, users must use their CAC Personal Identification Number, or PIN, to verify their authority to log on. "If a user makes a login error, he or she has two more chances to log on correctly. If the user makes three errors, he or she is locked out," Sergeant Vingochea said.

"Users must remember that login errors are recorded cumulatively under PKI. That means, if a login error is made once, another is made two months later and a third is made six months after that, they count as three errors. To regain access, the user must have their PIN number validated or must choose a new PIN. A process to do this is currently being developed and should be in place by the time the PKI system is implemented. It will also be part of the training program

scheduled in June," he said.

Additionally, users must remember to remove their CAC card when they have finished using their computers. "This can be a problem if a user forgets to retrieve the CAC card, leaves base for lunch, and attempts to re-enter under 100 percent ID check procedures at the gate. The Security Forces take a dim view of anyone trying to enter the base without an ID card," he said. The new procedures mean learning some new habits, but the 162nd Fighter Wing isn't alone. It's affecting the entire Defense Department.

"PKI is the basic framework and services that are being put in place within the Department of Defense to ensure information systems remain secure," Sergeant Herrera said. "It provides the capability to attach e-mail digital signatures to electronic documents and to encrypt and decrypt electronic documents for secure transmission."

"The Common Access Card (CAC) will serve as the user's PKI token, which means that the chip located on the CAC will be used to store the user's private keys for identity, e-mail, and encryption certificates," Sergeant Herrera explained. "These certificates are also used to gain access to PKI-related services."

The CAC is the standard ID card

that was issued to unit members in 2003. "It will be the principal card used to enable physical access to DoD buildings and controlled spaces; will facilitate a standardized, uniform approach to access DoD facilities and DoD computer systems; and will carry public key infrastructure (PKI) identity, email, and encryption certificates," Sergeant Herrera said.

The 162nd FW will be holding a PKI-CAC Awareness Orientation June 2-6. Normally training consists of an average of 3 – 5 sessions per day. Each session is 45-60 minutes long. This allows sufficient time for the presentations, questions/answers time. This orientation is targeted towards the base workforce, and is designed to enhance the understanding of what PKI is, why it is being deployed, what a CAC is, what information is contained on the CAC, and what everyone must do in order to prepare their computers to utilize their CACs and PKI certificates. Training will be conducted in the Wing Auditorium.

There will also be a Workgroup Manager (WM) training consists of two classes per day; each class exceeds three hours. Training will be accomplished in the Wing Computer Classroom. Class times have yet to be determined. More information will become available as it is known.

JEC sponsors trip to Davis-Monthan Bone Yard

Aerospace Maintenance and Regeneration Center may sound a little familiar to you but chances are the acronym AMARC or the term "Bone Yard" sounds even more familiar.

Most know that the "Bone Yard" is home to numerous retired aircraft, mostly military, located at Davis Monthan Air Force Base. Many Air Guardsmen drive past the rows of aircraft everyday and perhaps glance

that way wondering "how many planes are out there or what exactly goes on past that chain link fence"? Well wonder no more.

The Junior Enlisted Council has the opportunity to provide unit members with a personalized tour of AMARC. Participants will be able to see up close and in person many different types of historic aircraft and even some behind the scenes events.

The 2-3 hour tour is scheduled for

Wednesday, April 28 at 7:30 a.m. It is open to 162nd Fighter Wing guardsmen only with first priority to airmen basic through technical sergeants. Participants must have their supervisor's approval before going. Seats are limited availability and first come first served. Those who would like to take part in this unique experience, please contact Senior Airman Lisa Ortiz at 295-6800 no later than April 20.



Commentary

Understanding the passion for 'The Passion'

**By Chaplain (Lt. Col.) Bob Norton
Wing Chaplain**

The Mel Gibson movie "The Passion of The Christ" is stirring passion in the hearts and minds of people worldwide. What did it stir in you? What were you feeling or thinking as you watched it? The film is a work of art and represents the personal statement of faith of Mel Gibson as well as his interpretation of an historical event which changed the course of human history.

Truly the movie "The Passion" is touching and transforming people worldwide. Some viewers have had an emotional experience. The movie has opened the window of their hearts, and they are moved to respond to God. Some have had another experience - an intellectual one. They can't get the movie out of their head. The movie has blown the door to their minds wide open, and they are motivated to investigate the evidence and the claims of Christ. Is Jesus the Son of God? Is He the way to God? Did He die for me? Is He alive? The evidence is worth considering as an exercise in intellectual integrity. If you find yourself asking intellectual or even skeptical questions, you are in good company. It is okay to have doubts. God isn't afraid of our questions. He welcomes our search for truth.

Movie reviewers tend to be either passionately in favor of the movie or passionately against the film with severe criticism of Gibson fostering anti-Semitism. Some movie critics have been downright vicious in their denunciation of Mel Gibson and his motives for making the film. In reading many of these reviews I wonder if some have actually seen the film. Many seem to miss the point.



**Photo by Master Sgt. Jim Burden
Chaplain Norton**

Contrary to many people's beliefs, I believe the film "The Passion" has actually brought many people together. It has opened religious dialogue more than any film I can remember. It has served as a bridge between the Evangelical Christian and Roman Catholic communities. Mel Gibson is a devout Catholic Christian and the film has been widely embraced by the Evangelical churches in America. Believers and their skeptical or inquiring friends have come together in conversation on matters of faith. The "Jewishness of Jesus and His followers" is clearly evident in the film and I actually think that Christians and Jews will be brought closer to together instead of the anti-Semitism some are projecting.

The most important questions anyone can ask are: Why was Jesus Christ crucified? Why did he suffer so much? What has this to do with me? Finally, who sent him to his death? The answer to the last question is that God did. It wasn't the Romans. It wasn't the Jews. It was God. The suffering was unsurpassed,

but the whole message of the Bible leads to this answer. I believe the Mel Gibson film, when rightly understood, portrays the essential message that Jesus came to die as the ultimate demonstration of God's love for a wayward humanity. The message affirms that freedom, forgiveness, and everlasting life depend on His sacrifice of love for all people. To miss this is to miss the message and trivialize the film.

Finally, let me share with you a relevant parable. All of humanity was gathered upon a vast plain at the end of time and the people began to murmur and complain. They said, "How can God judge us? He has remained aloof in heaven and separated from the sufferings of our world. Instead of God judging us, let us judge Him. This will be his sentence... Let him have to come to earth and struggle with the heartaches and limitations with which we have had to struggle. Let him be born in obscurity. Let the legitimacy of his birth be questioned. Let him be born into a persecuted race of people under the oppression of a brutal military regime. Let him be a refugee having to flee his country living in fear for his life. May he grow up working hard manual labor. Then in his prime, may the tide of public opinion turn against him. May he be betrayed and denied by his friends. May he be wrongly accused and through the mockery of a trial be severely beaten and then have to go through a shameful and agonizingly painful death. There! Our sentence on God! He should have to go through all these things like we have had to suffer! And then there was a strange silence which fell upon that vast plain filled with a teeming humanity. A strange silence, indeed.



Retiree activities

Volunteers needed for JFJ breakfasts

The 162nd Fighter Wing Retiree Association is hosting a Jimmy Jet breakfast on both mornings of the April unit training assembly from 5:30-8 a.m. The Retirees are seeking other retirees to help with the setup, cooking and cleanup for both days.

The Jimmy Jet breakfasts are a great way for retirees to meet with current unit members and to learn how the unit has changed and grown in recent years. The breakfasts also support a great cause—the Jimmy Jet Foundation. Call John Palermo at 883-5651 for more information or to volunteer.

The Retirees Association is planning to hold their monthly Breakfast in the Mountains, starting May 12. The breakfasts are sched-

uled for 7:30 a.m., every second Wednesday of the month at the Hon Dah Casino in the White Mountains.

In addition to breakfasts in the mountains, breakfasts are held every month in Tucson. They are also held the second Wednesday of the month year-round, but at 7:30 a.m. at the Hometown Buffet on Wilmot Road between 22nd Street and Broadway Boulevard.

Retirees send their condolences to the family of Pat Ralston, who died in February.

The Retirees Office, located in Building 40-T, is open the first and third Thursday of every month from 10 a.m. to 2 p.m. Volunteers are also being sought to help keep the office

open on all Thursdays of the month to better serve the retiree community. Any retirees who haven't been back in a while are invited to stop by and renew old acquaintances or make new ones. Volunteering at the Guard base is a great way to add variety to the month and help do something worthwhile, too.

Call (520) 295-6663 when the office is open or leave a voice message with a time and day when a volunteer retiree can call back to answer a question. Anyone with a computer and internet access may e-mail the Retiree Office at 162.retirees@aztucs.af.mil. the office mailing address is 162 FTR WG Retirees Office, 1650 East Perimeter Way, Tucson AZ 85706-6052.

JEC sponsors Diamondbacks Baseball to BOB

The Junior Enlisted Council is organizing five trips to attend Diamondbacks Baseball games this season.

Cost for game tickets vary this year because of a new pricing system.

The JEC has reserved 200 tickets, 100 in the left field seats and 100 in the left field bleachers. Game tickets may be purchased for family and friends and may be purchased from one game to all games.

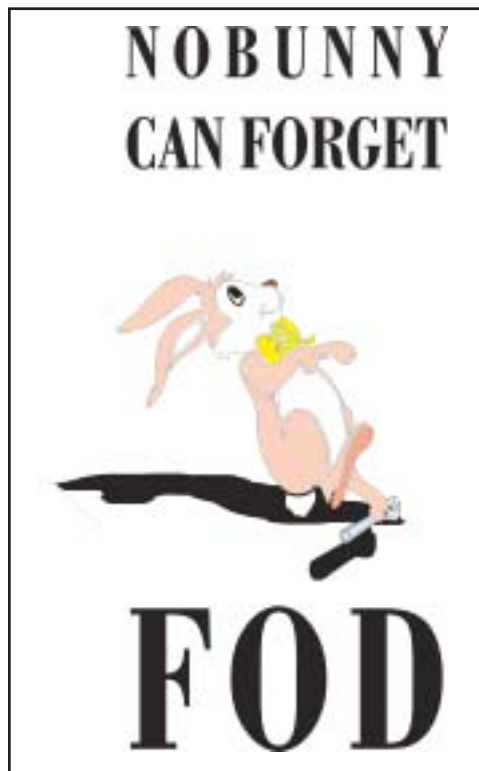
Transportation will be available for the last two games. The additional fee for bus fare is \$10 per person. The fare includes a round trip bus ride from the 162nd Fighter Wing to BOB on a luxury bus with

pizza and soda.

Purchasing bus tickets is not mandatory if you purchase game tickets.

You may drive your own vehicle to BOB. Individuals may purchase a bus ticket without purchasing a game ticket through JEC, however, the individuals who purchase game tickets through JEC will have first priority for bus transportation.

JEC members chose the following games to attend during the season. This schedule may change according to BOB.



2004 JEC BOB Game Schedule

Day/Date	Prices Seats/Bleachers	Opponent	Game Time	Bus Departs
Sunday, April 11	\$18/\$14	Cards	1:35 p.m.	NA
Sunday, May 9	\$18/\$14	Phillies	1:35 p.m.	NA
Sunday, July 18	\$21/\$16	Dodgers	1:35 p.m.	NA
Friday, Aug. 6	\$21/\$16	Braves	7:05 p.m.	4:05 p.m.
Friday, Sept. 10	\$21/\$16	Giants	7:05 p.m.	4:05 p.m.

If you are interested in adding your name to the list to purchase tickets (first-come, first-served), please contact Tech. Sgt. Gina Herrera at 295-6482.



JEC hosts May 22 volleyball tournament

Come on out to Lincoln Park at 1 p.m. on May 22 with five of your closest friends to ace, block, dig and kill in good fun during the Junior Enlisted Council Coed Recreational Summer Morale Volleyball Tournament.

Squadrons, sections and shops who want to participate may field teams consisting of six players and four substitutes. Teams may be comprised of unit members, and may

include close or extended family members.



A one-time coaches' meeting is scheduled on May 2 to turn in their rosters and pay a \$75 per team entry fee. The entry fee covers renting the Lincoln Park volleyball facilities and equipment.

Coaches and team members wanting a copy of the tournament rules may contact Tech. Sgt. Rene Felix at 295-6617 or Staff Sgt. Magda Morales at 295-6228.

March VA hospital volunteers

The following individuals volunteered to visit hospitalized veterans at the Tucson Veterans Affairs Medical Center in March:

Senior Master Sgt. Steve Aguilar
Master Sgt. Leeann Drapeau
Master Sgt. Rafael Vingochea
Master Sgt. Andy Trueblood
Tech. Sgt. Jackie Vernon
Tech. Sgt. Kirk England
Tech. Sgt. Gilbert Alcaraz
Senior Airman Tommy Riesgo

Desert Rose Dining Facility March Menu



Saturday

Turkey Pot Pie
Roast Beef
Oven Browned Potatoes
Steamed Rice
Brown Gravy
Green Beans
Cauliflower Augratin
Steamed Carrots

Sunday

No breakfast or lunch meal will be served. Mission-essential members who must remain on base may request meals by their section through Services Flight prior to the Unit Training Assembly.

Short order and standard items

Grilled Hamburgers
Cheeseburgers
Grilled Hotdogs
Chicken Strips
Fish Sandwich
Tuna Sandwich
Pizza
Baked Beans
French Fries
Onion Rings

Baked Potato Bar
Assorted Breads
Assorted Desserts
Frozen Yogurt
Jell-o
Salad Bar with Condiments
Fresh Fruit
Soda, Milk, Coffee, Tea, and Juice

Dining Hall Hours

9:45 a.m. - 12:15 p.m.

The menu is based on availability and is subject to change without notice.

Unit Training Assembly Dates: April 3-4; May 1-2; June 5-6; July 10-11; Aug. 7-8; Sept. 11-12, Oct. 2-3
Alternate UTA: April none; May 15-16; June 26-27; July 17-18; Aug. 21-22; Sept. 18-19, Oct. 16-17

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